

## PUBLIC EMPLOYEE LABOR RELATIONS BOARD

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AMERICAN FEDERATION OF STATE, COUNTY AND:  
MUNICIPAL EMPLOYEES, AFL-CIO

and

SUPERVISORY UNION NO. 18  
FRANKLIN, NEW HAMPSHIRE

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CASE NO. A-0462

DECISION NO. 80009

### BACKGROUND

On November 29, 1979, the American Federation of State, County and Municipal Employees, AFL-CIO (AFSCME) petitioned for certification of a proposed unit of all support staff of Supervisory Union No. 18, composed of two units; i.e., Unit A: Head Custodians, Custodians and Maintenance employees; and, Unit B: Clerical employees.

The Supervisory Union through its representative, Harry S. Gale, Jr. objected to the petition on the grounds that the employees lacked the necessary community of interest with respect to (1) employer, (2) salary and benefits, and (3) other terms and conditions of employment and supervision.

Prior to a Board hearing, the parties made attempts to resolve the differences however no agreement was reached and a hearing was held in the office of the Board on January 24, 1980. Evidence was presented by both parties in support of their positions.

### FINDINGS OF FACT

1. Each town in the Supervisory Union; namely, Franklin, Hill, Winnisquam and the Administrative Office, S. U. #18, is a sovereign in itself and must appropriate and administer its own funds.
2. The individual town operates independently with its custodial and clerical staff in terms of budgeting and payments of wages and benefits, managing and directing all its daily operations.
3. The Administrative Office, S. U. #18 does not hire employees other than those clerical employees within its own office.
4. Unlike the Seacoast area Supervisory Union where the separate school boards delegated certain responsibilities to the Superintendent and voluntarily and historically bargained for teachers of the six towns under one contract, the teachers in the towns within S. U. #18 are all covered under separate agreements.
5. Salaries, benefits and structures for custodial and clerical employees vary from town to town within the Supervisory Union.

After careful review of the evidence presented at the hearing, the Board finds, as follows:

BOARD DECISION AND ORDER

- A. The petition for the two units proposed by AFSCME within Supervisory Union No. 18, is hereby denied.
- B. It is found that the Petitioner has sufficient interest to support an election in the Franklin and Winnisquam school districts and the Board will entertain petitions for units in those districts if submitted.



Edward J. Haseltine, Chairman  
Public Employee Labor Relations Board

Signed this 22nd day of February, 1980.

By unanimous vote of the Board; Edward J. Haseltine, Chairman, presiding. Members Robert D. Steele and Joseph B. Moriarty present and voting. Also present, Executive Director, Evelyn C. LeBrun.

ATTENDANCE AT JANUARY 24, 1980 HEARING:

AFSCME: William J. McDonough, Executive Director  
Joyce C. Anderson, Asst. Executive Director

S.U. #18: Harry S. Gale, Jr., Gale Associates  
Fokion Lafionatis, Superintendent  
R. C. Taylor, S. U . #18

Stenotypist: Diane Sacco, Jordan & Bragan, Manchester, N. H.